



School: T.C. Howe High School

Date: 2.15.14

SBOE Monthly Performance Report: January 15th – February 15th

Core Question 1: Is the educational program a success?					
	Dec. 15	Jan. 15	Feb. 15	Comments	Next steps
Student Enrollment	631	610	609	<ul style="list-style-type: none"> This month we have seen a number of students withdraw as well as a number of student enroll. Those students withdrawing have indicated that they are doing this for a variety of reasons including: relocation, transportation concerns, school choice, as well as many other reasons. Those students who have enrolled have for the most part done so as a result of relocation. Dropouts: 0 Withdrawals: 19 Enrolled: 31 	<ul style="list-style-type: none"> In order to better follow up with students who opt to withdraw, a school of intent form has been created for parents to indicate which school their child will attend so as a school we can follow up. A more intentional effort has been made by the registrar to confirm the enrollment of every student once they have withdrawn from school. Work closely with families to ensure a solid graduation plan is in place for the student upon their first day of arrival. Identify nearby bus stops for students who have transportation needs.
Student Attendance	82.3%	86.7%	81.6%	<ul style="list-style-type: none"> As a result of inconsistent weather patterns, there have been observable trends of decreased attendance patterns. Phone calls are made out to parents at which time parents have indicated that they did not feel comfortable sending their child out in the cold because they felt as though school should have been delayed/canceled. As a result of bad road conditions, buses have, at times, been delayed causing frustration with both students and parents who, rather than waiting on the bus, opt to stay home. As a result of transportation issues, many parents have had to drive their child to school causing the student to arrive to school late. Tardies: 278 	<ul style="list-style-type: none"> Our Student Service Coordinator has worked closely with the bus company in order to problem solve issues that may arise throughout the school day. On days where school delays have occurred, transportation was provided for students throughout the day if they had an issue getting to school. The admin team has worked hard to communicate as early as possible any school delays/cancellations we may have. A clear intervention plan has been put into place in order to notify parents

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					daily if students are absent from school. We also plan to continue to meet with parents, conduct house visits, and work with our School Resource Officers to communicate to parents and students the importance of attending school daily.
Student Suspensions	135 7 th : 50 8 th : 48 9 th : 13 10 th : 10 11 th : 7 12 th : 7	34 7 th : 6 8 th : 10 9 th : 13 10 th : 4 11 th : 0 12 th : 1	57 7 th : 10 8 th : 13 9 th : 16 10 th : 4 11 th : 6 12: 8	Behavior: 57 This period ushered in the start of an entirely new system to monitor behavior. With the full implementation of school-wide PlascoTrac software, we are now able to fine tune school-wide systems and consequences based on data points collected. Teachers now have the ability to incentivize positive behaviors they wish to see and give consequences for a variety of behavior infractions through interactive software loaded to staff iPads. More specifically, teachers can assign detentions facilitated by the Dean's Office. The role-out consisted of a staggered series of professional development sessions to introduce the software and teach best practices. Teachers have also had several FAQ sessions to best acquaint themselves with new technology.	<ul style="list-style-type: none"> A great deal of work has been done with our Behavior Specialist, Social Worker, and SPED team on different ways to proactively address behavior related concerns both in and out of the classroom. These particular staff members have begun to utilize a PBIS online resource. Additionally, our Social Worker and Behavior Specialist meet, on a weekly basis with students who have been identified Emotionally Disturbed. In addition to working with these students weekly, we have also rolled out our group sessions which are held weekly. During these sessions, targeted students are given the space to discuss how to better manage their anger and frustration both in the classroom and outside of the classroom.
Student Expulsions	0	0	7	<ul style="list-style-type: none"> Attendance: Behavior: 7 Drugs: Other: <p>Although we have had a total seven expulsions, they were a result of three separate incidents where multiple students were involved.</p>	<ul style="list-style-type: none"> As a team, we will continue to hold students to high standards academically and as it relates to behavior in order to ensure a safe and orderly environment for students and staff.



Core Question 2: Is the organization in sound fiscal health?		
	Comments	Next steps
SIG Funding	<p>Within this time period we have completed the following tasks through our SIG grant:</p> <ul style="list-style-type: none"> We have hired a new Assistant Principal. This position is 100% SIG funded. We also funded our Attendance Administrator Assistant through our SIG Grant Our Grant Specialist attended the National Title 1 Conference in San Diego which was fully funded through the SIG Grant 	<ul style="list-style-type: none"> Meetings have been held with the leadership team to discuss how to more strategically utilize current funds in a way that supports teacher and staff development. The Principal and CRT will be attending the National ASCD Conference in LA next month.

Core Question 3: Is the organization effective and well-run?					
	Dec. 15	Jan. 15	Feb. 15	Comments	Next steps
Staff Attendance	97.1	97.6	94.8	<p>We have continued to reiterate our mission and vision as a team each time we come together as a staff. This has helped with the intrinsic motivation to be present every single day. We have also seen an increase in staff morale.</p> <p>In order to support staff members on being more thoughtful on taking PTO days, all pre-approved PTO days have been posted publicly through our Master Calendar. Additionally, in an effort to maintain an orderly environment for students, it has been communicated to staff members that only two staff members will be pre-approved to take PTO on an instructional day.</p>	<ul style="list-style-type: none"> Continue to brainstorm as a team ways in which we can encourage staff members to decrease the number of PTO days being used.
Staff Retention	92%	95%	91%	<p>In an effort to provide consistent solid instruction for students in the event that a teacher is out of the classroom, building subs have been hired to provide academic support in the classroom. Additionally, as a result of recent changes in our support staff, as a leadership team we have created and rolled out a new roles and responsibilities chart to ensure all tasks has an "owner" to increase accountability.</p> <p>Termination: 0 Resignation: 5 (HS ELA, 1 Building Sub, MS Math, Guidance Counselor, Parent</p>	<ul style="list-style-type: none"> Continue to support staff members in developing their leadership within the school. Work closely with new staff members in order to ensure they are equipped with the tools necessary to have a long term impact in the classroom.

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				Liaison) New Hire: 6 (MS Math, HYPE/T9, 3 Building Subs, HS Math,	
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Core Question 4: Is the school providing the appropriate conditions for success?					
	Dec. 15	Jan. 15	Feb. 15	Comments	Next steps
IEP / 504 Plans	102	104	105	<ul style="list-style-type: none"> ▪ The Special Education team has met with each new student enrolling to T.C. Howe in order to ensure that we have a full understanding of their needs and that we have the support in place to support students ▪ The Special Education team has improved at communicating to teachers when and if a new student who receive Special Education services enter into their classroom so that they have background on the student both as it relates to behavior as well as academics. ▪ The SPED team has worked with Indiana IEP in order to more effectively create and monitor goals for students within their IEP ▪ Professional development support has been provided to our social worker and behavior specialist to take a proactive approach as it relates to working with students who have emotional and/or social issues as indicated within their IEP. 	<ul style="list-style-type: none"> ▪ Scheduled PD for Special Education staff, support staff, and general education teachers. ▪ Work closely with Indiana IEP in order to maintain compliance with CAP requirements.
EL Students	13	16	12	<ul style="list-style-type: none"> ▪ All LAS Links testing was completed for qualified students within this reporting period ▪ The ENL Coordinator attended a professional development session on strategies to utilize to support ELL students and is scheduled to do a “teach-back” session for teachers in March 	<ul style="list-style-type: none"> ▪ Create a plan of action as to how we can better support not only students, but parents within this population of students ▪ Make an intentional effort to support staff members as it relates to creating differentiation for these students within their classroom
Parent Engagement	Yes	Yes	Yes	<ul style="list-style-type: none"> ▪ Parent teacher conferences hosted for quarter three to allow the opportunity for parents to come in and speak academic and behavior progress/concerns with teachers and other support team members. ▪ In an effort to keep parents informed, phone calls are made on a daily basis by the Attendance Assistant of their child’s attendance. ▪ Teachers have invited parents into the classroom to support and 	<ul style="list-style-type: none"> ▪ Continue to utilize ParentLink in order to communicate mass messages to parents. ▪ Phone calls are made daily to parents to report student absences and tardies.

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				increase parental visibility.	
Community Engagement	Yes	Yes	Yes	<ul style="list-style-type: none">▪ Teach For America Appreciation Night: CSUSA hosted an appreciation night for all Teach For America CSUSA Corps members to attend in order to express appreciation for their work and all that they do.▪ Teach For America Hiring Fair: In partnership with Teach For America, CSUSA attended a hiring fair where we had the opportunity to meet with incoming Indianapolis Corps members and their potential to be a part of the CSUSA team.▪ The Principal and the Community Liaison took two students to the State House to meet with legislators and to participate in a quality education gathering. In addition to attending this, the staff members and students were able to sit in on an educational meeting.	<ul style="list-style-type: none">▪ Continue to maintain visibility within the local community.▪ Partner with outside organization when planning programming for the school.

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